



## Frequently Asked Questions

### 1. How long will it take to complete the program?

It is recommended to complete the entire core program within a 3-month window. The post-program runs for 4 months after certification.

The program includes:

- Part 1: 7 contact hours with a facilitator
- Part 2: 3 hours total online time including micro-learning, AI avatar practice, exam and certification – participants have up to 3 months to complete the online component after attending the classroom session
- Part 3: Post-program: Monthly 15-20 minute modules for four months (80 minutes)

### 2. Who are the facilitators for the classroom session?

ACTIVE Leadership facilitators are experienced practitioners with specialized backgrounds in workplace psychological health and well-being, leadership development, coaching, and organizational effectiveness. Combining evidence-based expertise with real-world leadership experience, they help participants build practical skills they can apply immediately in the workplace.

### 3. Why AI conversational avatar practice and how is it different from asking any AI tool for help?

Our AI-powered learning experience combines immersive role-play simulations with personalized coaching. Through realistic, simulated conversations, leaders can practice ACTIVE Leadership skills in a safe environment, test different approaches, receive feedback and build confidence before navigating similar conversations in the workplace.

Unlike a general AI tool that primarily provides information or advice, the avatar simulations create an interactive learning experience where leaders learn by doing. The AI Avatar Coach allows leaders to personalize their learning by exploring challenges from their own workplace context, developing strategies, rehearsing conversations and analyzing real situations they are currently facing.

The result is a highly practical learning experience that bridges the gap between knowing what to do and being ready to do it.

### 4. What can we expect in terms of ROI?

While the exact return will vary by organization, the ACTIVE Leadership program is designed to strengthen leadership capabilities that research associates with improved employee well-being,

engagement, psychological safety, inclusion, retention and organizational performance. The program helps leaders build practical skills to prevent workplace harm, promote healthy and productive work environments, navigate difficult conversations, and support employees more effectively.

Organizations that invest in these capabilities can see benefits such as stronger trust and psychological safety, healthier workplace cultures, greater employee participation and engagement, improved attraction and retention of talent, reduced productivity impacts associated with workplace stressors and increased organizational resilience.

## **5. Why invest in leadership development focused on well-being?**

ACTIVE helps leaders proactively address burnout, workload pressure, change, and team dynamics. Leaders build practical skills to reduce stressors, support well-being, foster psychological safety, and improve sustainable team performance. The result is healthier teams, stronger engagement, and better business outcomes.

## **6. What makes ACTIVE different from other leadership programs?**

ACTIVE focuses on practical, proactive leadership—not just awareness and theory. It combines evidence-based tools, cutting edge AI simulation practice, and follow-up support to help leaders strengthen communication, coaching, psychological safety, inclusion, and engagement.

## **7. How does ACTIVE support organizational goals?**

ACTIVE helps organizations build leaders who support well-being, engagement, and performance together, rather than treating them as separate priorities. It strengthens communication, inclusion, psychological safety, and enables confident conversations—leading to healthier teams and more consistent leadership. Organizations benefit from stronger team performance, earlier intervention, greater employee participation, and a more consistent leadership approach across the organization.

## **8. Who is the program designed for?**

ACTIVE is designed for managers, supervisors, and frontline leaders who support employees and team performance. It is relevant across industries and ideal for organizations strengthening leadership capability and employee well-being.

## **9. How can organizations measure success?**

Organizations can measure success through stronger leader confidence, communication, coaching, proactive behaviours, and the ability to support employee well-being, inclusion, and performance.

Organizations may also see improved engagement signals, such as stronger participation, communication, and idea-sharing. Because ACTIVE is workplace-ready, leaders can apply new skills immediately.

For best results, organizations should connect ACTIVE to leadership development goals and broader well-being strategies to reinforce accountability and long-term impact.